

SILVER LAKE WATER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 478

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, PROVIDING ON CALL EMPLOYEE DUTY PAY

WHEREAS, compensation for on call employee duty pay has not been adjusted since 1982; and

WHEREAS, the Commissioners have been advised of an informal survey of neighboring special purpose districts pay for on call employee duty pay; and

WHEREAS, the Commissioners have determined to establish new provisions for compensating employees for on call duty pay.

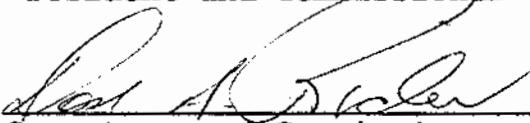
NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water District, Snohomish County, Washington as follows:

1. Each employee shall be compensated \$200.00 for each week of on call duty, plus pay at time and a half for every hour worked on call out, provided that for each incident of call out duty the employee shall be paid a minimum of 2 hours of time and a half pay. Provided further, that should the employee resolve the emergency call out by use of SCADA communication to district facilities via laptop or other computer telemetry without travel to the district facility such employee shall be compensated for actual time at time and a half pay.

ADOPTED by the Board of Commissioners at a regular meeting of the Silver Lake Water District, Snohomish County, Washington this 23rd day of December, 1997.



President and Commissioner

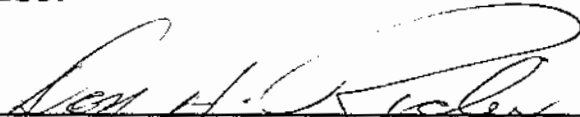


Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 478 adopted by the Board of Commissioners of the Silver Lake Water District this 23rd day of December, 1997 as said Resolution appears in the records of the Silver Lake Water District.



Secretary of the Silver Lake Water District